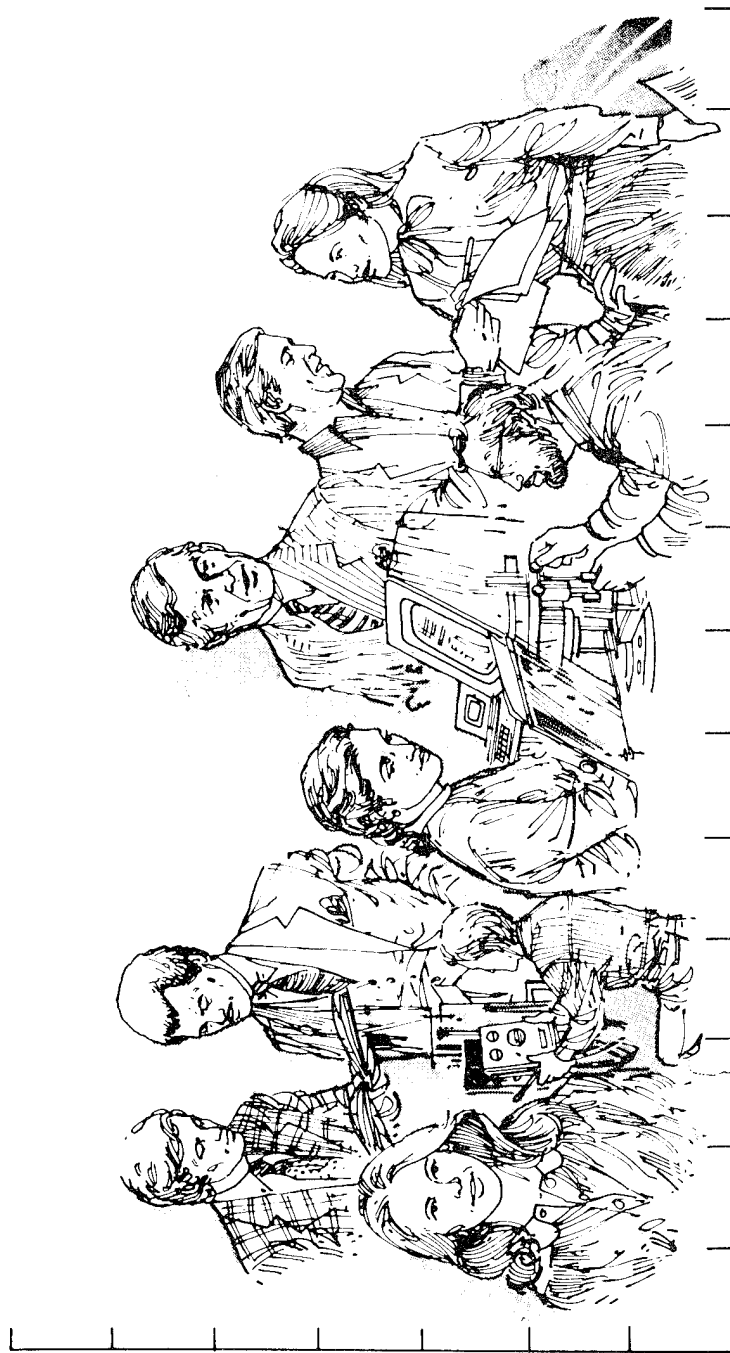


Department of Defense  
**CIVILIAN MANPOWER STATISTICS**

M04

September 30, 1995



Department of Defense  
Approved for public release:  
Distribution Unlimited

Department of Defense

# CIVILIAN MANPOWER STATISTICS

SEPTEMBER 30, 1995

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Washington Headquarters Services  
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## FOREWORD

*Civilian Manpower Statistics* (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, *Report of Federal Civilian Employment*.

## TABLE OF CONTENTS

<u>Table/Figure</u>		<u>Page</u>
Table 1	DoD Civilian Employment, by Function and Employment Status, According to Defense Component - September 30, 1995 .....	1
Table 2	Trends in DoD Civilian Employment Subject to Former OMB Ceiling, by Function, Employment Status, and Defense Component....	2
Figure 1	Trends in DoD Direct Hire Civilian Employment, Military and Civil Functions (FY92 - FY95) .....	3
Figure 2	Trends in DoD Indirect Hire Civilian Employment, Military Functions (FY92 - FY95) .....	4
Table 3	DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Function and Defense Component .....	5
Figure 3	DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Month and Defense Component .....	6
Table 4	DoD Direct and Indirect Hire Civilian Personnel, by Component, (Excluding the Military Departments) - September 30, 1995 .....	7
Figure 4	DoD Direct and Indirect Hire Civilian Employment, by Component - September 30, 1995 .....	8
Table 5	DoD Direct Hire Civilian Personnel, by Type, According to Defense Component - September 30, 1995 .....	9
Table 6	DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - September 30, 1995 .....	10
Table 7	DoD Indirect Hire Civilian Personnel, by Country, According to Defense Component - September 30, 1995 .....	11
<b>GLOSSARY</b> .....		13

TABLE 1

**DoD Civilian Employment, by Function and Employment Status,  
According to Defense Component - September 30, 1995**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
FORMER OMB CEILING EMPLOYMENT	842,257	266,205	247,232	186,545	142,275
DIRECT HIRE	799,921	243,200	236,876	179,907	139,938
INDIRECT HIRE	42,336	23,005	10,356	6,638	2,337
GRAND TOTAL EMPLOYMENT	844,346	266,549	248,423	186,785	142,589
DIRECT HIRE	802,010	243,544	238,067	180,147	140,252
INDIRECT HIRE	42,336	23,005	10,356	6,638	2,337
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
FORMER OMB CEILING EMPLOYMENT	29,080	29,079	0	1	0
GRAND TOTAL EMPLOYMENT	29,688	29,687	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
FORMER OMB CEILING EMPLOYMENT	871,337	295,284	247,232	186,546	142,275
DIRECT HIRE	829,001	272,279	236,876	179,908	139,938
INDIRECT HIRE	42,336	23,005	10,356	6,638	2,337
GRAND TOTAL EMPLOYMENT	874,034	296,236	248,423	186,786	142,589
DIRECT HIRE	831,698	273,231	238,067	180,148	140,252
INDIRECT HIRE	42,336	23,005	10,356	6,638	2,337

a/Included in Grand Total Employment but excluded from Former Office of Management and Budget (OMB) Ceiling Employment are employees formerly exempt from OMB ceiling control. Refer to Office of Personnel Management Operating Manual, "The SF - 1.3 Summary Data Reporting System," for a delineation of employment formerly exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to Former OMB Ceiling,  
by Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 91	30 SEP 92	30 SEP 93	30 SEP 94	31 JUL 95	31 AUG 95	30 SEP 95
MILITARY FUNCTIONS							
DIRECT HIRE a/	1,044,300	1,003,209	935,875	891,100	851,664	849,624	842,257
INDIRECT HIRE b/	974,169	942,516	884,216	844,395	809,201	807,159	799,921
ARMY	70,131	60,693	51,659	46,705	42,463	42,465	42,336
DIRECT HIRE	366,948	333,691	295,032	278,522	271,464	269,025	266,205
INDIRECT HIRE	318,543	294,689	264,821	252,559	248,247	245,833	243,200
NAVY	48,405	39,002	30,211	25,963	23,217	23,192	23,005
DIRECT HIRE	329,592	309,490	285,934	266,337	252,958	251,268	247,232
INDIRECT HIRE	319,421	299,396	275,596	255,894	242,631	240,962	236,876
AIR FORCE	10,171	10,094	10,338	10,443	10,327	10,306	10,356
DIRECT HIRE	233,491	214,796	201,991	196,077	191,238	188,288	186,545
INDIRECT HIRE	223,319	206,144	193,745	188,434	184,683	181,664	179,907
OTHER DoD ORGANIZATIONS c/	10,172	8,652	8,246	7,643	6,555	6,624	6,638
DIRECT HIRE	144,269	145,232	152,918	150,164	136,004	141,043	142,275
INDIRECT HIRE	112,886	142,287	150,054	147,508	133,640	138,700	139,938
	1,383	2,945	2,864	2,656	2,364	2,343	2,337
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	28,252	29,474	28,535	27,959	30,224	29,880	29,080
ARMY	28,251	29,473	28,534	27,958	30,223	29,879	29,079
AIR FORCE	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,072,552	1,032,683	964,410	919,059	881,888	879,504	871,337
DIRECT HIRE a/	1,002,421	971,990	912,751	872,354	839,425	837,039	829,001
INDIRECT HIRE b/	70,131	60,693	51,659	46,705	42,463	42,465	42,336

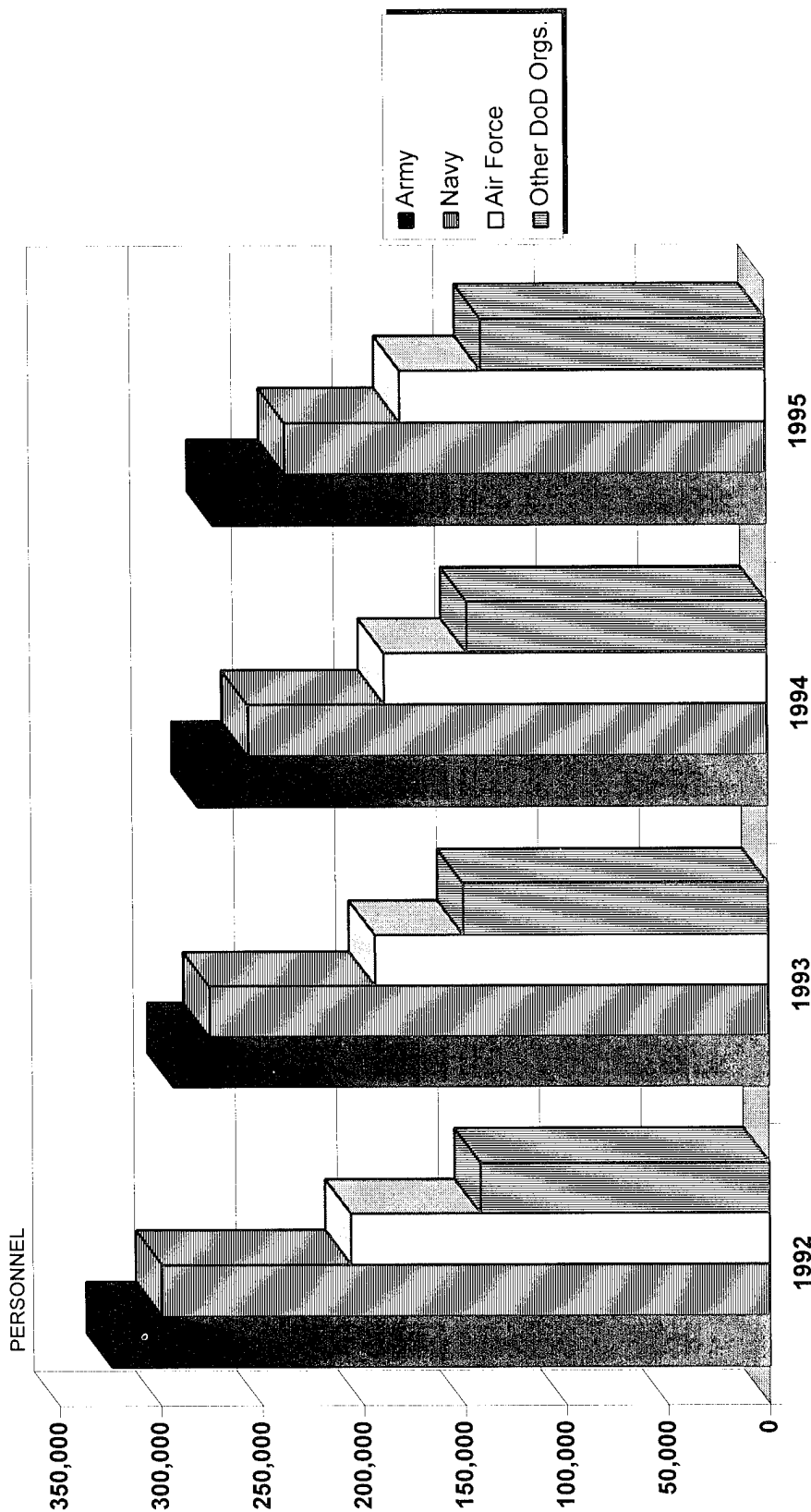
a/As reported officially to the Office of Personnel Management.

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/See Glossary for a list of Other DoD Organizations.

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# TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY AND CIVIL FUNCTIONS

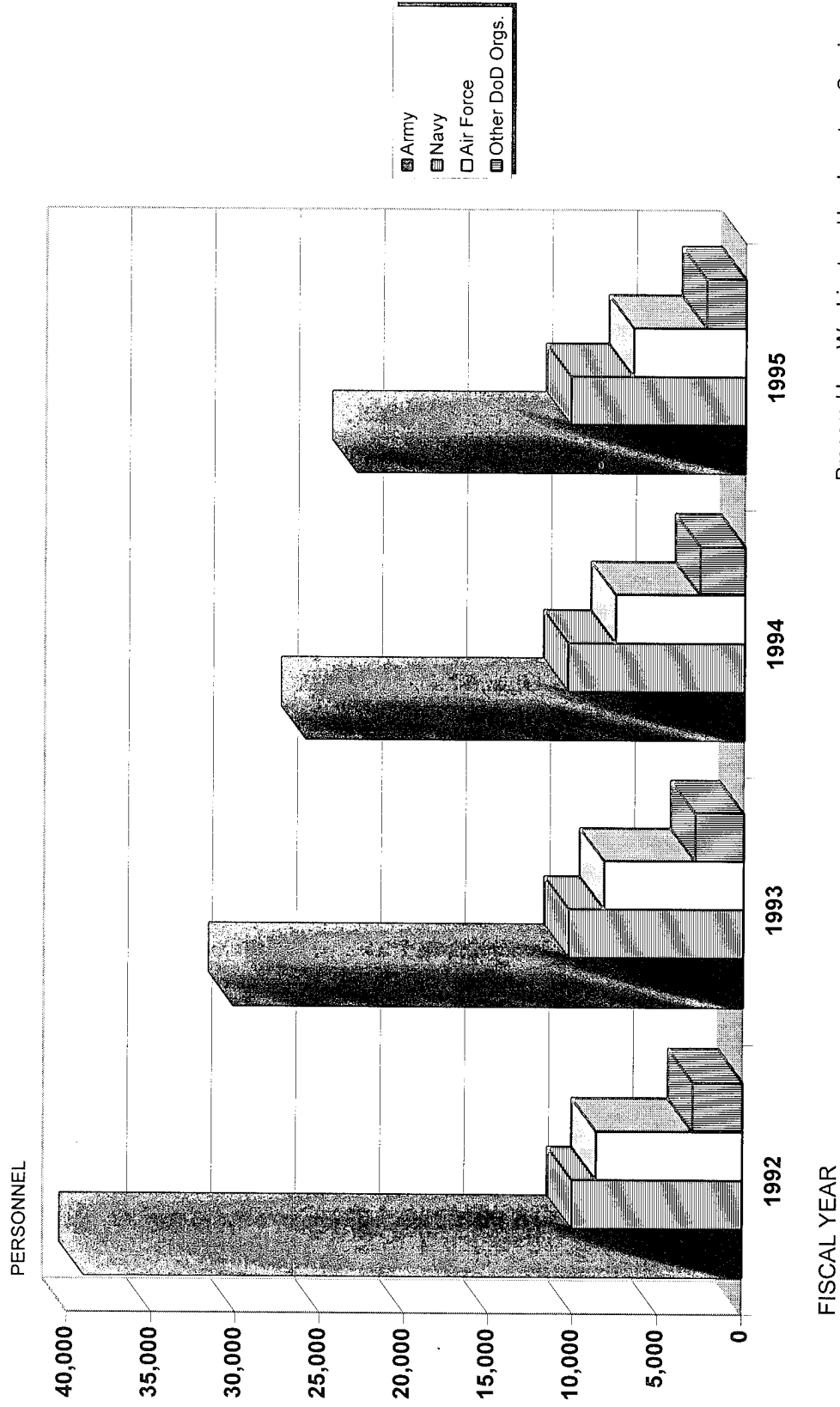


FISCAL YEAR

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FIGURE 1

# TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY FUNCTIONS



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FIGURE 2



TABLE 3

**DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,  
by Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT				PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS			
	31 JUL 95	31 AUG 95	30 SEP 95	30 SEP 95		31 JUL 95	31 AUG 95	30 SEP 95	30 SEP 95
MILITARY FUNCTIONS									
ARMY	809,201	807,159	799,921	817,741	817,741	725,513	729,024	724,421	724,421
NAVY	248,247	245,833	243,200	245,620	245,620	214,591	214,076	213,832	213,832
AIR FORCE	242,631	240,962	236,876	243,481	243,481	228,387	227,441	224,123	224,123
	184,683	181,664	179,907	182,972	182,972	166,383	166,118	165,531	165,531
OSD & ORGANIZATIONS SERVICED b/									
DOPMS	4,921	4,819	4,814	5,238	5,238	4,624	4,608	4,656	4,656
DeCA	355	359	355	366	366	336	346	346	346
DCAA	18,554	18,785	18,574	19,245	19,245	9,488	9,575	9,605	9,605
DFAS	5,151	5,109	5,061	4,968	4,968	5,010	4,992	4,958	4,958
DISA	23,244	23,111	22,989	24,003	24,003	21,815	21,714	21,639	21,639
DIS	7,426	7,487	7,386	8,111	8,111	7,078	7,114	7,064	7,064
DLA	2,886	2,881	2,858	3,100	3,100	2,814	2,809	2,795	2,795
DMA	51,431	51,113	50,445	50,649	50,649	49,612	49,438	48,973	48,973
DNA	7,154	7,095	7,174	7,239	7,239	6,914	6,882	6,968	6,968
DSA c/	589	594	596	604	604	547	546	541	541
DoDEA	471	472	476	569	569	446	451	455	455
DoD IG	8,731	14,177	16,560	16,931	16,931	5,054	10,516	10,545	10,545
DICA d/	1,619	1,603	1,571	1,543	1,543	1,596	1,585	1,562	1,562
OSIA	300	291	296	1,917	1,917	280	276	290	290
USUHS	808	804	783	872	872	538	537	538	538
CIVIL FUNCTIONS									
ARMY	30,224	29,880	29,080	N/A	N/A	25,546	25,592	25,603	25,603
AIR FORCE	30,223	29,879	29,079	25,545	25,545	25,591	25,591	25,602	25,602
	1	1	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	839,425	837,039	829,001	N/A	N/A	751,059	754,616	750,024	750,024

a/ See the Glossary for Component names.

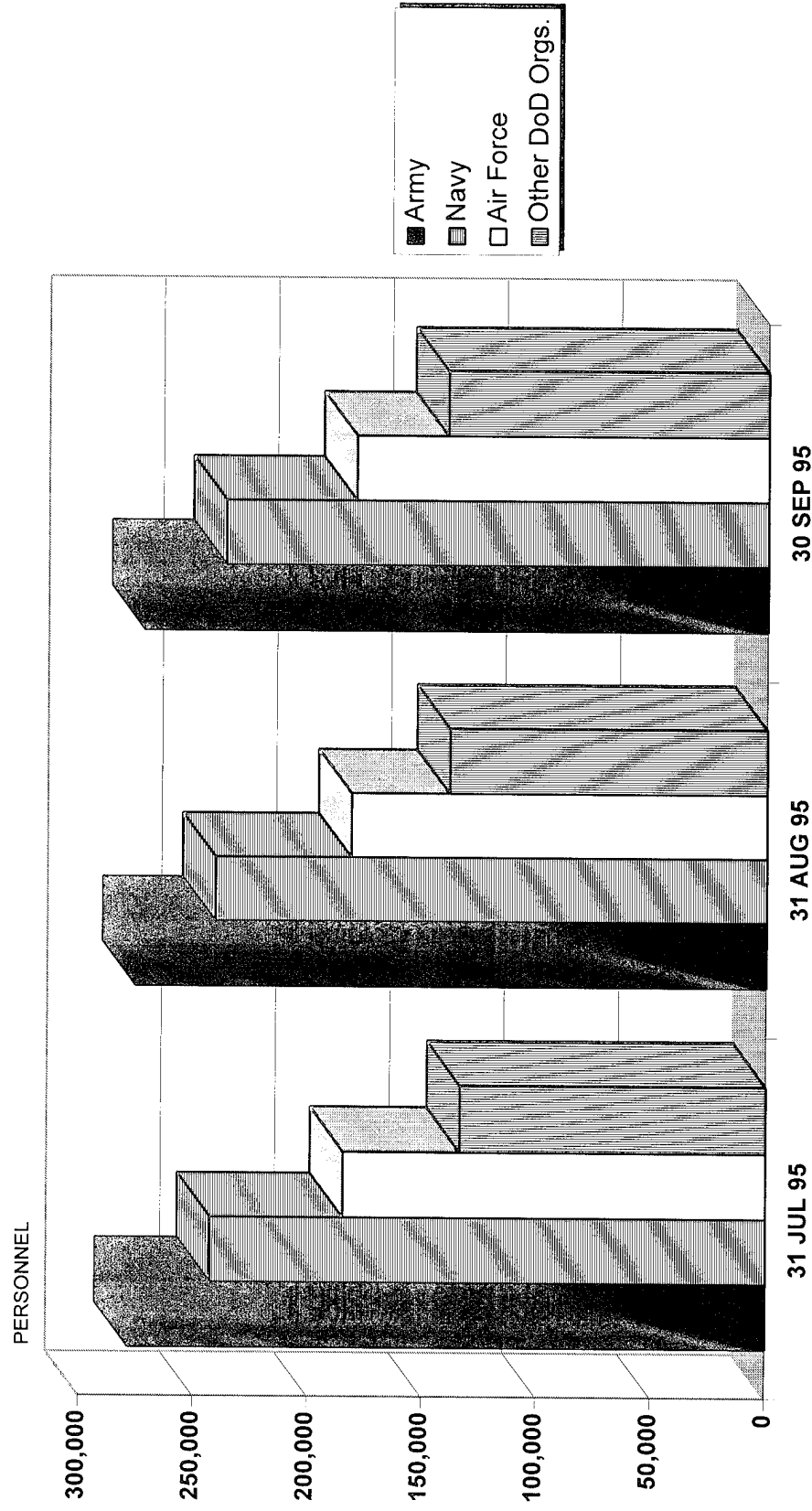
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the Military Services and selected Defense Organizations.

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# **DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT**



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**FIGURE 3**

**TABLE 4**

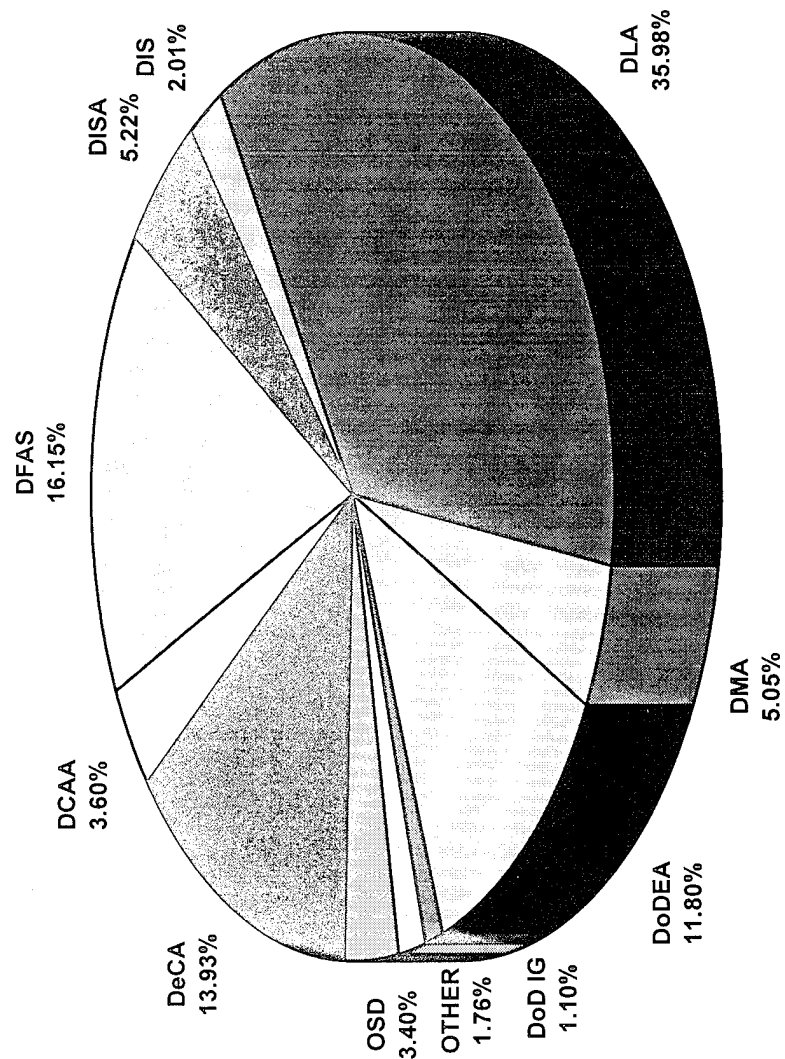
**DoD Direct and Indirect Hire Civilian Personnel, by Component,  
(Excluding the Military Departments) - September 30, 1995 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE DEFENSE COMMISSARY AGENCY	4,855 355 19,863	4,851 355 18,593	4 0 1,270
DEFENSE CONTRACT AUDIT AGENCY DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY	5,132 23,031 7,442	5,127 23,031 7,422	5 0 20
DEFENSE INVESTIGATIVE SERVICE DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY	2,859 51,303 7,197	2,859 50,530 7,197	0 773 0
DEFENSE NUCLEAR AGENCY DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	596 481 16,824	596 481 16,560	0 0 264
DEPARTMENT OF DEFENSE INSPECTOR GENERAL ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	1,572 296 783	1,571 296 783	1 0 0
TOTAL	142,589	140,252	2,337

a/Includes personnel not subject to former OMB ceiling control.  
b/See the Glossary for a list of organizations serviced by OSD.

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# **DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY COMPONENT - SEPTEMBER 30, 1995**



Excludes Military Departments

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**FIGURE 4**

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type,  
According to Defense Component - September 30, 1995 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	831,698	273,231	238,067	180,148	140,252
BY STATUS					
FULL-TIME	808,379	268,270	235,410	177,789	126,910
PART-TIME	17,917	4,771	2,265	2,021	8,860
INTERMITTENT	5,402	190	392	338	4,482
BY CAREER SERVICE CATEGORY					
COMPETITIVE	703,938	222,157	220,605	143,315	117,861
EXCEPTED AND SES	127,760	51,074	17,462	36,833	22,391
BY TYPE OF APPOINTMENT					
PERMANENT	762,138	242,242	226,086	166,444	127,366
TEMPORARY/INDEFINITE	69,560	30,989	11,981	13,704	12,886
BY CITIZENSHIP					
U.S. CITIZENS	813,654	262,614	234,794	177,158	139,088
NON-CITIZENS	18,044	10,617	3,273	2,990	1,164
BY LABOR CATEGORY					
SALARIED	621,613	211,233	171,471	120,764	118,145
WAGE BOARD	210,085	61,998	66,596	59,384	22,107

a/Includes personnel not subject to former OMB ceiling control.  
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - September 30, 1995 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	831,698	273,231	238,067	180,148	140,252
UNITED STATES	770,433	246,993	226,983	172,243	124,214
BY LOCATION					
WASHINGTON, D.C., SMSA c/	81,598	23,249	32,758	5,663	19,928
REMAINDER OF U. S.	688,835	223,744	194,225	166,580	104,286
BY LABOR CATEGORY					
SALARIED	569,127	188,441	163,511	113,661	103,514
WAGE BOARD	201,306	58,552	63,472	58,582	20,700
BY CITIZENSHIP					
U. S. CITIZENS	770,050	246,749	226,906	172,226	124,169
NON-CITIZENS	383	244	77	17	45
U. S. TERRITORIES	7,206	1,149	3,945	827	1,285
BY LABOR CATEGORY					
SALARIED	4,120	818	1,960	412	930
WAGE BOARD	3,086	331	1,985	415	355
BY CITIZENSHIP					
U. S. CITIZENS	7,197	1,144	3,943	825	1,285
NON-CITIZENS	9	5	2	2	0
FOREIGN COUNTRIES	54,059	25,089	7,139	7,078	14,753
BY LABOR CATEGORY					
SALARIED	48,366	21,974	6,000	6,691	13,701
WAGE BOARD	5,693	3,115	1,139	387	1,052
BY CITIZENSHIP					
U. S. CITIZENS	36,407	14,721	3,945	4,107	13,634
NON-CITIZENS	17,652	10,368	3,194	2,971	1,119

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - September 30, 1995

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	624	575	0	2	47
GERMANY	20,660	16,575	0	2,717	1,368
GREECE	18	8	0	7	3
GUAM	4	0	4	0	0
JAPAN	17,063	3,225	9,266	3,894	678
KOREA	2,307	2,307	0	0	0
LUXEMBOURG	18	18	0	0	0
NETHERLANDS	297	266	0	2	29
SINGAPORE	4	0	0	0	4
SPAIN	1,162	0	1,086	16	60
TURKEY	19	18	0	0	1
UNITED KINGDOM	160	13	0	0	147
TOTAL	42,336	23,005	10,356	6,638	2,337

a/See the Glossary for a list of Other DoD Organizations.

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## GLOSSARY

**Civil Functions.** Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

**Competitive Service.** All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

**Direct Hire Civilians.** Employees hired directly by an agency of the Department of Defense (DoD). Included are Foreign Nationals hired by DoD to support DoD activities in their home countries.

**DoD.** Department of Defense.

**Excepted Service.** All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

**Former OMB Ceiling Employment.** Employees formerly subject to the Office of Management and Budget (OMB) employment controls used to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management Operating Manual, *The SF-113 Summary Data Reporting System*, for a delineation of employment formerly exempt from ceiling controls.

**Full-Time Employees.** Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

**Indirect Hire Civilians.** Foreign Nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

**Intermittent Employees.** Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

**Military Functions.** Activities normally associated with the Uniformed Services.



## **OTHER DoD ORGANIZATIONS**

- \* Office of the Secretary of Defense (OSD)
- \* Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- \* U.S. Court of Military Appeals
- Uniformed Services University of the Health Sciences (USUHS)
- \*\* Defense Support Activities (DSAs)

## **Department of Defense Agencies:**

- \* Advanced Research Projects Agency (ARPA)
- \* Ballistic Missile Defense Organization (BMDO)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- \* Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- \* Defense Security Assistance Agency (DSAA)
- On-Site Inspection Agency (OSIA)

## **Department of Defense Field Activities:**

- \* American Forces Information Service (AFIS)
- \*\* Defense Civilian Personnel Management Service (DCPMS)
- \* Defense Medical Programs Activity (DMPA)
- \* Defense Prisoner of War/Missing in Action Office (DPMO)
- \* Defense Technology Security Administration (DTSA)
- Department of Defense Education Activity (DoDEA)
- \*\*\* Drug Interdiction and Counter-Narcotics Account (DICA)
- \* Office of Civilian Health and Medical Program for the  
Uniformed Services (OCHAMPUS)
- \* Office of Economic Adjustment (OEA)
- \* Washington Headquarters Services (WHS)

NOTE: \* Organizations serviced by OSD.

\*\* Organizations serviced by DLA and DISA.

\*\*\* Organization serviced by Military Services and selected DoD organizations.

**Part-Time Employees.** Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

**Permanent Appointments.** Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

**Salaried Employees.** Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

**Senior Executive Service (SES).** Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

**Standard Metropolitan Statistical Area (SMSA).** Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

**Total Paid Civilian Employment.** Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

**Wage System Employees.** Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)